

**Monitoring summary report for RAINWEAR HOUSE (MYANMAR)
MANUFACTORY LIMITED**
MONITORING ID: 25-0365541



Monitored Party RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED	amfori ID 104-000474-000	Address Plot No.120, Myay Taing Block No.Industrial Zone (2), Dagon Seik Kan Industrial Zone, Dagon Seik Kan, Yangon, Yangon, Myanmar
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Eurofins CPA
Monitoring Start Date 13/12/2025	Closing Meeting Finished Date 13/12/2025	Submission Date 18/12/2025
Expiration Date 18/12/2026	Announcement Type Semi Announced	
Site RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED	Site amfori ID 104-000474-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	

PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Vu Hoang - CSCA21700746.

Name of team auditor (if applicable): Long Pham - CSCA21700489 and Thinh Nguyen - ASCA21700487.

Name of observers, translators, trainees, advisors/consultants (if applicable): Nuu San Pan – Translator.

Monitoring partner name: Eurofins CPA.

Audit schedule details: This semi-announced full audit is planned for 3 auditors in 1 days (Time in: 8:35, time out: 15:45).

Business partner information: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED is located at Plot No.120, Myay Taing Block No. Industrial Zone (2), Dagon Seik Kan Industrial Zone, Dagon Seikkan Yangon Region, Myanmar. The facility has operated since January 16, 2019 under the business license No. 114795763 as manufacturer of garments (Raincoat and pants). Main production processes are cutting, printing, sewing, welding, inspection, packing and storage.

Audited location information: In view of the facility, it occupies 11,177 square meters of land area and compose of 5 main buildings:

- Building # 1 (3-storeys building): Office on first floor. Meeting room and childcare room on second floor. Third floor is not used.
- Building # 2 (1-storey building): Raw material warehouse, cutting and printing section.
- Building # 3 (1-storey building): Sewing, welding, inspection, packing and finish goods warehouse
- Building # 4 (3-storeys building): Dormitory for management on first and second floor. Third floor is not used.
- Building # 5 (1-storey building): Rent to another factory and not in audit scope.

The facility did not provide canteen and kitchen for workers. They provided transportation for workers.

Operating shifts and hours: In general, employees are working for 6 days with 44 hours in a week. Sunday is designated as day off. The normal working from Monday to Friday is from 7:30 to 16:00 with break time is from 11:30 to 12:00. On Saturday, the normal working is from 7:30 to 11:30. Only security guards are working in 3 shifts (shift 1 is from 7:00 to 15:00 with break of 30 minutes; shift 2 is from 15:00 to 23:00 with break of 30 minutes and shift 3 is from 23:00 to 7:00 of following day with break of 30 minutes).

Time recording system: Working hours were recorded by finger print system with detailed time in and time out information.

Salary payment details: The circle payment is from the first to end of month. Employees' wages are calculated based on daily salary. Wages are paid by cash on 5th of following month.

Worker number information: There are 241 employees (56 male employees and 185 female employees) which include 227 production employees, 14 non-production employees working in the facility. There were 4 foreigners working at the facility as management. There were 8 contractor workers from security service. No apprenticeship schemes home employees were used by the facility. There was no youngest employee working in the facility.

Good practices: The facility provided additional benefits that not required by law to workers such as: MMK 35,000 per month for attendance allowance and MMK 1,000 per working day for factory allowance.

Worker organization details: Workplace Coordination Committee (WCC) of RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED was established in the facility.

Circumstances: There was no different circumstance faced during the monitoring.

The special circumstances can be classified as followed: No issues of incidents, shortcomings, auditor safety, building safety, national events, behavior, and coaching were found during audit.

Summary of findings: Findings were noted in performance areas (PA1, PA2, PA5, PA7, PA12 and PA13). Please refer to findings in performance areas for more detail.

#LivingWage: There is no existing data of living wage in Myanmar on Global Living Wage Coalition website. Auditor had to use “manually collected” to define living wage at the facility. The living wage was calculated based on Anker methodology.

Precautions taken about #COVID-19 in the facility: The wages were paid correctly during the outbreak period of COVID-19. The facility provided free mask and hand sanitizer to employees freely. The facility conducted testing the temperature of employees and visitors every day during the outbreak period of COVID-19.

Note: Those documents/photos below were not uploaded in the system due to the fact that they were not applicable (Collective bargaining agreement, canteen, inconsistencies between time and production records). Environment permit were not available for review.

SITE DETAILS

Site

RAINWEAR HOUSE (MYANMAR)
MANUFACTORY LIMITED

Site amfori ID

104-000474-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods
Sub Industry		
Apparel, Accessories & Luxury Goods		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	241	Workers
Legal minimum wage in local currency	234,000	Monthly
Lowest wage paid for regular work at the site	234,000	Monthly
Calculated living wage in local currency	280,500	Monthly
Total sample	16	Workers

Other Metrics

Male workers	56	Workers
Female workers	185	Workers
Non-binary workers	0	Workers
Permanent workers - Male	48	Workers
Permanent workers - Female	185	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	8	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	3	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	15	Workers
Workers on probation - Female	66	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	8	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	5	Workers
Domestic migrant workers - Female	31	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	3	Workers

Foreign migrant workers - Female	1	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	48	Workers
Workers hired directly - Female	185	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	8	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	1	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	1	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	5	Workers
Sample - Female	11	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect: Implement a process- and risk-based due diligence management system in their business practices in line with the UNGPs, and adjusted to the business model of the company. The expectations set in this Code of Conduct should be embedded in the system. Have the strategy, processes, and sufficient resources in place to meet the responsibilities related to the amfori BSCI Code of Conduct and ensure that there is continuous improvement in its implementation.</p> <p>FINDING: Based on the document review, site observation, worker interview, worker representative and management interview, this question was rated as partially because the facility set up a management system to implement the BSCI Code of Conduct. However, it was not effective because there were findings noted in other performance areas (PA1, PA2, PA5, PA7, PA12 and PA13). Please refer to findings in performance areas for more detail.</p>	<p>အခြေခံစီမံခန့်ခွဲမှုစနစ် (PA1 ၊ PA2 PA5, PA7, PA12 and PA13) တွင် မှတ်စာအထောက်အထားရှိရန် လိုအပ်သော စနစ်များကို မရှိခဲ့သောကြောင့် "တစ်စိတ်တစ်ပိုင်း" အဖြစ် သတ်မှတ်ထားသည်။ အသစ်စီမံအုပ်ချုပ်ရေးအဖွဲ့အတွက် အောက်ဖော်ပြပါ စီမံခန့်ခွဲမှုစနစ် (PAs) တွင် အခြေခံစီမံခန့်ခွဲမှုစနစ်ကို ထပ်မံပြုပြင်ဆင်ခြင်ရန် လိုအပ်ပါသည်။</p>

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect: Require their business partners to cascade the information to the relevant business partners and stakeholders in the supply chain. Require and follow-up with their business partners to work towards full observance of the amfori BSCI Code of Conduct within the sphere of their influence, including intermediaries that are involved in the</p>	<p>လုပ်ငန်းခွင်တွင် အသစ်စီမံအုပ်ချုပ်ရေးအဖွဲ့၏ စီမံခန့်ခွဲမှုစနစ်ကို ထပ်မံပြုပြင်ဆင်ခြင်ရန် လိုအပ်သော စနစ်များကို မရှိခဲ့သောကြောင့် "တစ်စိတ်တစ်ပိုင်း" အဖြစ် သတ်မှတ်ထားသည်။ အသစ်စီမံအုပ်ချုပ်ရေးအဖွဲ့အတွက် အောက်ဖော်ပြပါ စီမံခန့်ခွဲမှုစနစ် (PAs) တွင် အခြေခံစီမံခန့်ခွဲမှုစနစ်ကို ထပ်မံပြုပြင်ဆင်ခြင်ရန် လိုအပ်ပါသည်။</p>

Finding	
worker recruitment process, such as brokers, recruiters and recruitment agencies.	
<p>FINDING: Based on the document review, worker interview and management interview, this question was rated as Partially because the facility established selection procedure of business partners based on social performance. However, the procedures did not show clearly the criterion to identify the significant levels of each business partner for monitoring the social performance.</p>	

Question: 1.5 Is there satisfactory evidence that the auditee monitors how its business partners observe the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect: Require their business partners to cascade the information to the relevant business partners and stakeholders in the supply chain. Require and follow-up with their business partners to work towards full observance of the amfori BSCI Code of Conduct within the sphere of their influence, including intermediaries that are involved in the worker recruitment process, such as brokers, recruiters and recruitment agencies.</p> <p>FINDING: Based on document review, worker interview and management interview, this question was rated as Partially because the facility required business partners to sign the BSCI COC and TOI for compliance commitment. However, the facility did not monitor the implementation on social performance of all their business partners based on BSCI requirements.</p>	<p>လုပ်ငန်းလုပ်ငန်းလုပ်ငန်း ဖြစ်နေပြီး ဝန်ထမ်းများကို အသိပေးရန် BSCI COC နှင့် TOI ကို လက်မှတ်ရေးထိုးရန် လိုအပ်သော်လည်း ဤသို့လုပ်ဆောင်ခြင်းကို စိစစ်စစ်စစ် ပြုစုခြင်း အားလုံး သတ်မှတ်သည်။ ။</p> <p>လုပ်ငန်းလုပ်ငန်း အပေါ် အခြေခံ၍ ငှက်တို့၏ စီးပွားရေးလုပ်ငန်း ဖြစ်နေပြီး ဝန်ထမ်းများ၏ လုပ်ငန်းလုပ်ငန်း စွမ်းဆောင်ရည် အပေါ် အထောက်အကူပြုရန် လိုအပ်သော်လည်း အထောက်အကူပြုရန် လိုအပ်သော်လည်း အထောက်အကူပြုရန် လိုအပ်သည်။</p>

Question: 1.6 Is there satisfactory evidence that the auditee has developed the necessary policies and processes to prevent and address any adverse human rights impacts that may be detected in its supply chain?

ENGLISH	LOCAL LANGUAGE
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Finding

Amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect: Require their business partners to cascade the information to the relevant business partners and stakeholders in the supply chain. Exercise responsible and gender-responsive purchasing practices, and avoid putting their business partners in a position that prevents them from adhering to the amfori BSCI Code of Conduct.

FINDING: Based on the document review, worker and management interview, this question was rated as No because the facility did not have policies and related procedures to address adverse human rights impacts for their business partners.

မီဆူရီလုပ်ငန်းစဉ်တွင် အကျိုးအမြတ်
စွဲလျော့အသုံးပြုမှုနှင့် အရေးကြီးသော
လုပ်ငန်းတွင် ရှင်ချစ်လုပ်ငန်း
ဆက်လက်လုပ်ဆောင်နေသည့်
မူဝါဒများနှင့် ဤမူဝါဒများ
No ပုံ အဆင့်သတ်မှတ်ထားသည်။

Question: 1.7 Is there satisfactory evidence that the auditee manages its business relations in a responsible manner?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect: Require their business partners to cascade the information to the relevant business partners and stakeholders in the supply chain. Exercise responsible and gender-responsive purchasing practices, and avoid putting their business partners in a position that prevents them from adhering to the amfori BSCI Code of Conduct.

FINDING: Based on the document review, worker and management interview, this question was rated as No because the facility did not have the way to manage its business relations in coherence with the BSCI values and principles.

BSCI တန်ဖိုးများနှင့် အခြေခံမူဝါဒများနှင့် အညီ
မီဖ်ခရစ်ရှင်ချစ် နှစ်လမ်းမရှိသည့်
No ပုံ အဆင့်သတ်မှတ်ခဲ့ပါသည်။

PA 2: Workers Involvement and Protection

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct requirement on Workers Involvement and Protection: Define long-term goals to protect workers in line with the aspirations of the amfori BSCI Code of Conduct.

FINDING: Based on document review, worker interview and management interview, this question was rated as Partially because the facility has established the long-term goals for protecting employees in line with the aspiration of BSCI Code of Conduct. However, the long-term goals did not point out the critical issues and the specific methods and steps to achieve those objectives.

အဆောက်အဦ သည် BSCI ပြာ ငုံ့ စုံစမ်း
မျှော် မှန်ချက် နှင့် အညီ ဝန်ထမ်းများကို
ထကွယ်ရန် အတွက် ရေချည်ရည်မှန်ချက်များကို
ပြာ မှတ်စာ သည်။ ညှိနှိုင်းရေချည်ရည်မှန်ချက်များ သည်
အရေးကြီးသော အန္တရာယ် နှင့်
စိုက်ရည်မှန်ချက်များအကြောင်း ဖြစ်ရန်
တို့ကား နည်းလမ်းများ နှင့် အဆင့်မြှင့်တင်မှု
ညွှန်ကြားခြင်း မရှိပေ။

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct requirement on Workers Involvement and Protection: Establish or participate in effective operational-level grievance mechanisms for individuals and communities who may be adversely impacted, and maintain accurate records. The operational-level grievance mechanism must be in line with UNGP Article 31. Where relevant (e.g. when a migrant worker population is present), the operational-level grievance mechanism should be accessible in relevant local languages, and should allow to address and remedy the issues effectively across jurisdictions through partnerships and coordination.

FINDING: Based on the document review, worker interview and management interview, this question was rated as partially because the facility had written procedure of grievance mechanism. However, employee's grievances were not recorded. In addition, the facility did not conduct regular survey on the grievance procedure to see satisfaction among the users.

စက်ရုံတွင် မနား နှင့် ပျောက်လွယ် နှင့် တရားရရှိ
လုပ်စုံလုပ် နှင့် ညှိနှိုင်းရေချည်မှုအကြောင်း ဤမေးခွန်းကို
တစ်စိတ်တစ်ပိုင်း အဖြေ
အဆင့် သတ်မှတ်ထားသည်။ ညှိနှိုင်းလည် ဝန်ထမ်း၏
မနား နှင့် ပျောက်လွယ်မှု မှတ်တမ်းတင်စာဖြင့် မရှိပေ။
စိုက်အကြောင်း ပုံစံများဖြင့် စိတ်နှော နှင့် ပုံစံရရှိရန်
မနား နှင့် ပျောက်လွယ်စုံလုပ် နှင့် အပေါ်
ပြန်မှန် စိတ်တစ်ဆူအား ပေးပို့ပေ။

PA 5: Fair Remuneration

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct requirement on Fair Remuneration: Where a pay rate for production, quota or piece work, is established, allow workers to earn at least a wage which respectively meets or exceeds applicable legal minimum wages, industry standards, or collective bargaining agreements (where applicable) within standard working hours.

FINDING: Based on the document review, worker interview and management interview, this question was rated as partially because the facility is paying at least the living wage amount calculated by auditor. However, the facility did not conduct survey or calculation of the living wage for employees.

စာချုပ်စာချုပ်မှတစ်ဆင့်
အနည်းဆုံးလုပ်ငန်းနှုန်း
ပေးဆောင်နိုင်ရန်
တစ်စိတ်တစ်ပိုင်းအဖြစ်
အဆင့်သတ်မှတ်ထားသည်။
အလုပ်သမားအတွက်
လုပ်ငန်းနှုန်း
လုပ်ငန်းနှုန်း
လုပ်ငန်းနှုန်း

PA 7: Occupational Health and Safety

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct requirement on Occupational Health and Safety: Establish relevant committees, such as an Occupational Health and Safety Committee, to ensure active co-operation between management and workers, and/or their representatives for the development and effective implementation of systems that ensure a safe and healthy work environment. These committees aim to represent the diversity of the workers.

FINDING: Based on management interview, document review and worker interview, this question was rated as No because workers at production sections were not consulted during the risk assessment on November 20, 2025 to ensure all of the risks at their working places were identified and prevented.

၂၀၂၅ ခုနှစ်၊ နိုဝင်ဘာလ ၂၀ ရက်နေ့တွင်
လုပ်ငန်းခွင် အန္တရာယ်အကဲဖြတ်ခြင်းအတွက်
လုပ်ငန်းခွင် အန္တရာယ်အကဲဖြတ်ခြင်း
ရင်းနှီးမြှုပ်နှံမှုအတွက်
စီမံကိန်းအတွက်
မရှိပါ။

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p> <p>Local Law: Myanmar Fire Safety Code 2020, Artical 103. In buildings and enterprises which need to appoint the Person-in-charge of fire safety, the fire safety management training course opening from Ministry of Home Affairs, Myanmar Fire Services Department must be assigned.</p> <p>Law Relating to Workplace Safety and HealthArtical 23, The Inspection Officer shall, with regard to a workplace listed according to section 22, instruct the employer to make accident prevention plans and arrangements concerning accidents, and to provide training to workers on matters like firefighting and first aid.</p> <p>FINDING: Based on document review, worker interview and management interview, this question was rated as Partially because the facility has established the firefighting and prevention policies and procedures. Those documents have been posted at bulletin boards at production areas. The facility has also assigned a person who was responsible for the firefighting in the facility. In addition, the evacuation drill for all workers has been conducted on September 2, 2025. However, it was noted that the firefighting and prevention training was not provided for members of the firefighting team of the facility.</p>	<p>စက်ရုံသည် မီးငြှိမ်းသတ်ခြင်းနှင့် အကူအညီပေးခြင်း စီစဉ်ချမှတ်ထားသည်။ လုပ်ရပ်လုပ်နည်းစာချုပ်မှတ်တမ်းသည်။ စီစဉ်ချမှတ်ထားသော စာချုပ်မှတ်တမ်းသည်။ မီးငြှိမ်းသတ်မှုတွင် ကပ်ပါသည်။ စက်ရုံတွင် မီးငြှိမ်းသတ်ရန် အဝန်ရှိသူတစ်ဦးရှိသည်။ စက်ရုံက အလုပ်သမားအား အကူအညီပေးရန် ရွေးချယ်ခြင်းဖြင့် လျှော့ငှါ့ခန့်ရှိ ၂၀၂၅ ခုနှစ် ၊ စက်ကင်းလွယ် ၂ ရက်နေ့တွင် ပြုလုပ်ခဲ့သည်။ ။ စက်ရုံ၏ မီးသတ်အဖွဲ့ဝင်များအတွက် မီးငြှိမ်းသတ်ခြင်းနှင့် အကူအညီပေးခြင်း စီစဉ်ချ လျှော့ငှါ့မှ မပြုလုပ်ခဲ့ခြင်း သတိပြုမိပါသည်။</p>

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p> <p>Local law: The Factory Act, 1965, Article 43, The President may, in addition to the safety measures mentioned in this chapter by rules prescribe further safety measures concerning the followings: (a) further fencing regarding the safety of particular machines; (b) the provision of devices that will prevent the safety uncovering of a dangerous part of anypart of any machine while it is in motion, or that will stop the machine in case of danger; (c) the</p>	<p>စက်ရုံသည် ဝန်ထမ်းအား အလုပ်ဖြစ်အတွက် ပေးသော PPE များကို ဝတ်ဆင်ရန် မြန်မာ့အသံ့သေသည်။</p> <p>ဤအကြောင်း၊ စက်ရုံမှ ချိတ်ဆွဲမှုတွင် PPE ဝတ်ဆင်ရမည့် စက်ရုံအုပ်ချုပ်မှုက ထားသည်။</p> <p>ကြီးထွားသည့်နေရာတွင် အလုပ်လုပ်ရန်အတွက် အလုပ်သမားသည်</p> <p>သတိရလက်အိတ် ဝတ်ဆင်ခဲ့ရသည်။ ဤသို့</p> <p>အလုပ်သမားသည် အလုပ်သမား ၃၀% သည်</p> <p>အလုပ်လုပ်သည့်အခါ ပေးသော နှစ်နှစ်မှ နှစ်နှစ်မှ</p>

Finding

provision of automatic safety – guards that will prevent the person operating the machine from coming into contact with the dangerous part where this cannot be secured by a fixed safety-guard. (d) the fencing of materials or articles which, being manipulated no machines while in motion are dangerous and (e) any other matter which may be deemed expedient in order to give effect to the provisions of this Chapter.

FINDING: Based on site observation, document review, worker interview and management interview, this question was rated as Partially because the facility has established the policy which required all the employees to wear the provided PPEs during the working hours. In addition, the PPE wearing requirement has been posted at the production areas. The workers wore metal glove during working time at cutting section. However, 30% workers at the sewing section did not wear the provided dust masks when working.

ဝတ်ဆင်ဆွဲခြင်းမရှိပဲ။

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct requirement on Occupational Health and Safety: Take effective measures to prevent workers from having accidents, injuries, or illnesses, arising from, associated with, or occurring during work. These measures aim at minimizing, so far as is reasonable, the causes of hazards inherent within the workplace.

FINDING: Based on site observation, worker interview and management interview, this question was rated as Partially because the facility posted warning sign at production area to remind employees to wear PPEs such as mask and metal gloves for cutting worker; mask for production workers. However, label for emergency stop button of 1 generator and 1 air compressor were in English and Chinese instead of local language (Burmese).

ဝတ်ဆင်သည့် လက်လုပ်မှု နေရာတွင် ဝန်ထုပ်အား ဖြစ်နိုင်သည့် လုပ်ဆောင်မှု အတွက် ပုံနှိပ်ထားသည့် သတ်မှတ်ထားသည့် PPE နှင့် ဝတ်ဆင်ရန် သတ်မှတ်ပေးသည့် လက်မှတ် ဝတ်ဆင်ရန် သတ်မှတ်ပေးသည့်။ ဤသို့ ပုံနှိပ်ထားသည့် ဝတ်ဆင်ရန် သတ်မှတ်ပေးသည့်။ ဤသို့ ပုံနှိပ်ထားသည့် ဝတ်ဆင်ရန် သတ်မှတ်ပေးသည့်။ ဤသို့ ပုံနှိပ်ထားသည့် ဝတ်ဆင်ရန် သတ်မှတ်ပေးသည့်။

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p> <p>Local law: Local law: The Factory Act 1951, 23. Fencing of Machinery. (1) In every factory the following shall be securely fenced by safe-guards of substantial construction which shall be constantly maintained and kept in position while the parts of the machinery they are fencing are in motion or in use; (b) Transmission machinery; - Every part of transmission machinery unless it is in such position or of such construction as to be as safe to every person employed in the factory as it would be if securely fenced.</p> <p>FINDING: Based on site observation, worker interview, document review and management interview, this question was rated as Partially because 2 generators were inspected by local authority on April 26, 2023 and valid until April 26, 2027. All sewing machines at the sewing section were installed with needle guards, eye shield and pulley guard. However, needle guards of 10% sampled sewing machines adjusted at the high position which would not protect the employees' fingers from being hit.</p>	<p>၂ ဝ ၂ ၃ ခုနစ် ၊ မြို့လှည့်ရက်နေ့တွင် ဒေသခံစစ်ဆေးမှုအဖွဲ့မှ ပုံနှိပ်ရေးကဏ္ဍရှိ စက်ရုံများကို ၂ ဝ ၂ ၃ ခုနစ် ၊ မြို့လှည့်ရက်နေ့ အထိ အာရုံကြောပေးသည်။ အုပ်ချုပ်သူနှင့် အုပ်ချုပ်စက်ဆိုင်ရာ အချက်အလက်၊ ပုံနှိပ်ရေးစက်နှင့် ပတ်သက်၍ သုံးသပ်ဆန်းစစ်သည်။ ရှိသမျှ အန္တရာယ်ရှိသော အုပ်ချုပ်စက် ၁၀% နီးပါး အန္တရာယ်ရှိသည့် ဝန်ထမ်း၏ လက်မီညီညွတ်စွာ ထိခိုက်ခြင်းမှ ကာကွယ်ရန် အခြေခံနေရာတွင် ဖိနပ်စီးစေသည်။</p>

PA 12: Protection of the Environment

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p> <p>Local law: Environmental Impact Assessment Procedure, Notification No. 616/2015, Chapter VII, Article 77. The Project Proponent shall issue a letter of endorsement in a format prescribed by the Ministry according to the Article 63. Such letter shall be submitted to the Department prepared either in the Myanmar language, or in the English language or both. The Project Proponent shall submit the EMP to the Department in both digital form and complete paper copies, together with the</p>	<p>ပတ်ဝန်းကျင်စီမံခန့်ခွဲမှုအစီအစဉ် Environmental Management Plan (EMP) မူရေစာအုပ်နှင့် ဤစာ ခွန်နီ No ၆၁ အဆင့် သတ်မှတ်စာပါ သည်။</p>

Finding

required service fee as prescribed by the Department, and confirming: a) the accuracy and completeness of the EMP; b) that the EMP has been prepared in strict compliance with applicable laws including this Procedure; and c) that the Project will at all times comply fully with the commitments, mitigation measures, and plans in the EMP.

FINDING: Based on site observation, document review and management interview, this question was rated as No because the facility did not have written Environmental Management Plan (EMP).

PA 13: Ethical Business Behaviour

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct requirement on Ethical Business Behavior: The Business Partners observe this principle when, and without prejudice to the goals and expectations set out in this chapter, they are not involved in any act of corruption, extortion or embezzlement, nor in any form of bribery - including but not limited to - the promising, offering, giving or accepting of any improper monetary or other incentive.

FINDING: Based on the document review, worker interview and management interview, this question was rated as "Partially" because the facility has established policy & related procedures of corruption, extortion or embezzlement and posted it at the workplace. They have assigned a person in charge and provided ethics and integrity training to workers and managers. However, the facility did not identify where and how the major risks of corruption could occur.

စက်ရုံသည် အကျင့်ပျက်ခြစားမှု၊ ခွေညှစ်ခြင်း၊
ညှို့မရှက် အလွဲသုံးစရိတ် မြှင့်တင်မှု၊ ချွေဖျက်မှုနှင့်
ဝတ်သက်သည့် လုပ်ငန်းလုပ်ငန်း နှုတ်ပြန်မှုမှတ်တိုင်
လုပ်ငန်းခွင်တွင် တင်သွင်းခြင်းနှင့် ငါးစီးမခွန်ရှိ
"တစ်စိတ်တစ်ပိုင်း" အခြေ
အဆင့်သတ်မှတ်ခဲ့သည်။ ၎င်းတို့သည်
ထပ်မံခံစားရန်ရှိသော အခွန်အငွေ
အလုပ်သမားနှင့် မနုဿဗျူဟာ
ကျင့်ဝတ်စံတမ်းနှင့် သဘာဝပတ်ဝန်းကျင် ထိခိုက်မှု
ညှိမျှလှည့် အကျင့်ပျက်ခြစားမှု
အဓိကအန္တရာယ်ရှိသည့် မည်သည့်နေရာတွင် မည်ကဲ့သို့
ဖြစ်ပေါ်နေသည့် စက်ရုံက မသိရှိရပါ။